

Workplace Threat of Violence

Background:

Nationally, threats and acts of violence in the workplace are increasing both in frequency and severity. As members of the campus community (including faculty, staff, students, and our guests) we have a stake in working to prevent violence and aggressive behaviors on campus. We need to place high priority on addressing potential threats and/or acts of violence in order to increase the safety and security of our community. We understand that we cannot predict violent behavior with absolute certainty, but we can assess and evaluate risk potential, communicate those perceived risks of violent and aggressive behavior, and work to affect the outcome of those potential risks.

When we, as members of the campus community, ignore behavioral indicators of violent or aggressive behavior, the risk of a significant incident is increased. Some indicators of potential behaviors that may lead to workplace violence include, but are not limited to, the following:

- Job Loss
- Disciplinary matters
- Grievances
- Failing Grades
- The way in which a situation above is handled

Beyond the events above, some individuals may be at a higher risk of violent incidents. These risk factors include:

- A history of Violence
- Current Mental Illness
- Substance abuse problem
- An accumulation of life and/or workplace stresses

Although any one of the risk factors above may not, in and of itself, be a predictor of future behavior, the more risk factors observed suggest a to higher level for risk.

We also must address risks posed by affiliated members of our campus community that include the following:

- Guests and Visitors who have no established relationship with our community
- Current or former customers or clients (including students, vendors, etc)
- Former employees or students (or their friends, relatives, and/or partners)

Campus Policy Workplace Threat of Violence:

California State University, Fresno is committed to maintaining a safe and productive workplace, free from threats, intolerance, harassment and intimidation by individuals or groups. The university is concerned about the personal safety and security of its students, employees and guests. University policy does not tolerate violence, threats of violence and acts of aggression against members of the university community or visitors. It is the responsibility of our faculty, staff and students to report acts or threats of violence to the university police department and/or to appropriate supervisory personnel. Any student, faculty or staff who engages in behavior which violates this policy may be subject to appropriate university disciplinary actions, and may be subject to applicable civil or criminal legal action as well.

The following definitions apply to this policy:

- **Acts of aggression:** Include verbal or physical action intended to intimidate, create fear or apprehension of bodily harm or threaten the safety of an administrator, faculty or staff, student, or the public.
- **Acts of violence** include any intentional or reckless act that causes injury to an administrator, faculty or staff members, student, or the public.

Should you assess a potential risk of violence or aggressive behavior on campus, the first thing to do is report it to your supervisor or the police department. Your supervisor or the police will assist you in connecting with other campus community members to help you assess the potential risk of violence.

In addition, you may contact other members of the campus community who can assist your assessment and successful resolution of the potential threat. If appropriate, these individuals may activate the university's Campus Assessment, Response, and Evaluation (CARE) Team.

The Campus Assessment, Response and Evaluation team (CARE) is a collaborative group of professionals within the campus community who can help identify or assess persons or situations of concern. CARE will evaluate information and work with the appropriate campus constituents in an effort to reduce risk to the campus.

Human Resources

Director

278-2364

University Health and Psychological Services

278-6738

Dean of Students

278-2541

University Police Department

Chief

278-2243

Employee Assistance & Wellness

278-4357

Faculty Affairs

Associate Vice President

278-3027

University Courtyard (Housing)

Director

278-2677